



BIOGRAPHY

Department of Defense

Defense Equal Opportunity Management Institute

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DR. RONALD (RON) SHANKS

Dr. Ron Shanks is the Director of Civilian Equal Employment Opportunity Training for the Defense Equal Opportunity Management Institute (DEOMI), Patrick Air Force, Florida. He is responsible for the presentation of seven resident and nonresident EEO Courses.

Dr. Shanks is a 1973 graduate of the Defense Race Relations Institute (DRRI). Following graduation, he developed the first Race Relations Education Course at Fort Knox, KY, and later served as director of instruction for one of the first Unit Race Relations Discussion Leader Courses in the Department of Defense. He subsequently served as EEO Officer at Dugway Proving Ground, UT, the Middle East Division (Riyadh, Saudi Arabia and Berryville, VA) of the Corps of Engineers, the Headquarters Army Materiel Command, Alexandria, VA, and the Army Research Laboratory, Adelphi, MD. He also served as an Equal Employment Manager at Headquarters, Army Material Command. In addition, Dr. Shanks served 20 years in the National Guard and Army Reserve.



CIVILIAN EDUCATION:

- 1968 Bachelor of Arts, History, University of California, Los Angeles
- 1969 Master of Arts, History, University of California, Irvine
- 1973 Doctor of Philosophy, History and Sociology, University of California, Irvine

PROFESSIONAL MILITARY EDUCATION:

- 1968 Army ROTC, Department of Army, University of California, Los Angeles
- 1972 Armor Officers Basic Course, Department of Army
- 1973 Race Relations Instructor Course, Defense Race Relations Institute
- 1975 Race Relations Officer Course, Defense Race Relations Institute
- 1976 Personnel Managers Course, Department of Army
- 1978 Position Classification and Management Course, Department of Army
- 1980 Employee Relations Course, Department of Army
- 1982 Recruitment and Staffing Course, Department of Army
- 1983 Labor Relations Course, Department of Army
- 1984 Personnel Management for Executives Course, Department of Army
- 1985 Personnel Management Course, Office of Personnel Management
- 1986 Command and General Staff Course, Department of Army

ASSIGNMENTS:

- 1973-1974 Executive Officer, Company A, Second Battalion, First Training Brigade (Armor); Adjutant, First Training Brigade (Armor); Race Relations/Equal Opportunity Officer, First Training Brigade (Armor), Fort Knox, Kentucky

1974 -1976	Equal Opportunity Specialist, Headquarters, US Army Armor School and Center, Fort Knox, Kentucky
1976-1978	Equal Employment Opportunity Officer, US Army Dugway Proving Ground, Dugway, Utah
1978-1980	Equal Employment Opportunity Officer, US Army Corps of Engineer Division, Middle East, Riyadh, Saudi Arabia and Berryville, Virginia
1980 -1984	Equal Employment Opportunity Officer, Headquarters, US Army Materiel Command, Alexandria, Virginia
1984-1990	Equal Employment Manager, Headquarters, US Army Materiel Command, Alexandria, Virginia
1990-1994	Equal Employment Opportunity Officer, US Army Research Laboratory, Adelphi, Maryland
1994-1995	Senior EEO Instructor, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida
1995-Present	Director, Civilian EEO Training, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Florida

MAJOR AWARDS AND DECORATIONS:

Department of Army Outstanding Civilian Achievement Award, 1992
Department of Army Meritorious Civilian Achievement Award, 1994
Department of Defense Joint Unit Meritorious Service Award, 1996
Department of Air Force Exemplary Civilian Service Award, 1998